

NAVY EQUAL OPPORTUNITY (EO) AND SEXUAL HARASSMENT REPORT

NAVPERS 5354/2 (Rev. 08-2017)

Supporting Directives OPNAVINST 5354.1G and OPNAVINST 5300.13

PRIVACY ACT STATEMENT

AUTHORITY: 10 U.S.C. 5013 (g).

PRINCIPAL PURPOSE: Filing of allegations of unlawful discrimination and harassment based on race, color, religion, sex (including gender identity) or sexual orientation, national origin, and incidents of sexual harassment against military personnel. For Equal Employment Opportunity reports against civilian employees, see Equal Employment Opportunity Commission Management Directive 715.

ROUTINE USES: Information provided on this form may be used: (a) as a data source for report information, statistics, reports, and analysis; (b) to respond to requests from appropriate outside individuals or agencies (e.g. *Members of Congress; the White House*) regarding the status of a report; (c) to adjudicate the report or appeal; or (d) any other properly established routine use. May use addendum as necessary.

DISCLOSURE: Disclosure is voluntary; however, failure to fully complete all portions of this form may result in rejection of the report on the basis of inadequate data to assess report.

PROTECT PRIVACY: Protect individual privacy (both complainant and alleged offender) throughout the process. (SECNAVINST 5211.5 Series)

PART I. COMPLAINANT INFORMATION & RESOURCES

1. Complainant Name (Full First Name, MI, Last Name):

ANONYMOUS

2. Rank/Rate:

3. DoD ID Number:

4. Command Name/UIC:

IWTC CORY STATION

5. Race/Ethnic Group:

6. Sex:

7. Date:

17 Sep 21

8. Report Processing Options:

(a) Informal Resolution System (IRS): (see OPNAVINST 5354.1 Series or OPNAVINST 5300.13 Series)(b) U.S. Navy Sexual Harassment Prevention and Equal Opportunity Advice Line.

Call Toll Free: (800) 253-0931; DSN 882-2507, COMM (901) 874-2507. Line manned Monday - Friday, 0830-1630 Central Standard Time.

E-Mail: Mil_NavyEOAdvice@Navy.mil.(c) Authorized command or local resources. The following are available (insert local name, organization, and phone number)

	Local Name	Organization	Phone Number
Equal Employment Opportunity (EEO) Official:			
Fleet Family Support Center (FFSC):			
Command Climate Specialist (CCS):			
Health Treatment Facilities (HTF):			
Chaplain:			
Legal:			

(d) NAVREGS 1151 Request must with the Commanding Officer (CO)/Officer-in-Charge (OIC).

Your right to communicate with the CO/OIC in a proper manner, time, and place shall not be denied or restricted.

Such requests shall be acted upon promptly and forwarded without delay.

(Attach local procedures as a separate document and additional information if necessary.)

(e) Communications with Inspector Generals. Any person whose chain of command does not take effective action on reports or who does not feel comfortable filing reports locally or in person can lodge reports (anonymously if desired) via one or more of the available hot lines:

Naval Inspector General: Toll free (800) 522-3451; DSN 288-6743, COMM (202) 433-6743.

Marine Corps Inspector General: DSN 224-1349, COMM (703) 614-1349.

Local TYCOM, ISIC, or local Commander's hot lines: TYCOM Hot line ISIC Hot line CO Hot line

(f) NAVREGS 1155. A Service member may always communicate individually with members of Congress.(g) UCMJ Article 138. A Service member who believes himself or herself wronged by his or her CO may file a report as provided in JAGMAN Chapter III.

(h) NAVREGS 1150. A Service member who believes himself or herself wronged by his or her superior in rank or command (to include enlisted personnel) other than his or her CO may file a report as provided in JAGMAN Chapter III.

(i) Anonymous Report Process. (see OPNAVINST 5354.1 Series or OPNAVINST 5300.13 Series)

Complainant was advised of counseling/support services and provided a copy of this form.

9. Representative Receiving Report:

10. Rank/Rate:

E7/CTNC

11. Position:

CMEO

12. Command Name/UIC:

IWTC CORY STATION

13. Representative Signature:

14. Date:

17 Sep 21

15. Complainant Name:

ANONYMOUS

16. Complainant Signature:

17. Date:

FOR OFFICIAL USE ONLY
PRIVACY SENSITIVE

Print Form

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Supporting Directives OPNAVINST 5354.1G and OPNAVINST 5300.13

PART II: ALLEGED OFFENDER INFORMATION & NATURE OF REPORT

Filing Deadline: I understand that a formal report shall be made within 60 calendar days of the offending incident, or in the case of a series of incidents, within 60 calendar days of the most recent incident. This EO filing deadline does not affect alternative remedies that might apply.

1. Alleged Offender Name (Full First Name, MI, Last Name):

[REDACTED]

2. Rank/Rate:

E1/TTSR

3. Command Name/UIC:

IWTC CORRY STATION/42116

4. Location of Incident: Complainant & Alleged Offender Off Duty

5. Relationship to Complainant: Anonymous

6. Race/Ethnic Group (obtain from FLTMS): White / Non-Hispanic

7. Sex: Female

8. NATURE OF REPORT: (State, in as much detail as possible, the basis for your report. Describe the behaviors / conduct under objection, date(s) of any occurrence, names of involved parties, witnesses, others to or from whom previous reports may have been made or received, other evidence available, and any additional information which may be helpful in resolving your report. Attach additional sheets as needed. Check the blocks for all that apply. If a Service Member, uniformed witness, or first responder perceives subsequent retaliation related to the report of sexual harassment, they may seek support from a Command Climate Specialist (CCS). Individuals can also report to the Inspector General (IG), a Military Criminal Investigative Organization (MCIO) or to command for investigation, or other appropriate command action.)

☐ Discrimination

☒ Harassment

☐ Sexual Harassment

☒ Race

☐ National Origin

☐ Religion

☐ Crude Offensive Behavior

☒ Color

☐ Sexual Orientation

☐ Sex (including gender identity)

☐ Unwanted Sexual Attention

☐ Sexual Coercion

ON 17SEP2021, the command Facebook page received a message from an unknown user displaying pictures of ITSR [REDACTED] with her face covered in a dark substance. The photos appear to show her imitating a form of "blackface". Also, the message included the following statement.

"[REDACTED] Political Extremism. Racism. Substance abuse."

9. Report Type:

☒ Formal

☐ Informal

Acknowledgment of Receipt of Report (by Representative identified in Part I, Number 9):

I acknowledge receipt of this unlawful discrimination/harassment/sexual harassment report.

I understand that I have one calendar day (24 hours) to refer the report to the appropriate authority and to inform that authority of any interim action that is taken.

10. Representative Receiving Report:

[REDACTED]

11. Rank/Rate:

E7/CTNC

12. Position:

CME0

13. Command Name/UIC:

IWTC CORRY STATION

14. Representative Signature:

[REDACTED]

15. Date:

17 Sep 21

16. Complainant Acknowledgment/Signature. (By signing, Complainant affirms the above has been read, is understood, and is correct.)

(a) Name:

ANONYMOUS

(b) Signature:

(c) Date:

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PART III. FORMAL REPORT PROCESSING/COMMAND ACTIONS

INTERIM FEEDBACK/ASSISTANCE TO COMPLAINANT. Take particular care to avoid re-victimizing complainants (and witnesses). Keep the complainant and alleged offender apprised of the status of the investigation (including any deadline extensions). Provide supplemental counseling/support assistance/referral as warranted. Ensure that all involved are aware of the retaliation plan of action and know that retaliation against the complainant will not be tolerated. *(Recommend keeping a record of such feedback/assistance. Attach record to the report form.)*

RESOLUTION TIME STANDARDS/REPORTING. Resolution of case should be completed no later than 20 days from investigation commencement. Resolution includes: Completion of investigation, determination of validity of report, adjudication at non-judicial punishment or courts-martial, initiation of other appropriate action, notification to accused, and notification of complainant and submission of a close-out. If time standards cannot be met, continuation messages every 14 days through case resolution is mandatory for reports of sexual harassment. Explain the reason(s) for delay. Send all messages UNCLASSIFIED.

DOCUMENT COMMAND ACTION. The complainant's command is responsible for ensuring Parts I and II are complete and providing this to the alleged offender's Commander, Commanding Officer or Officer-in-charge (hereafter referred to as Commander) (as applicable). Upon completion of Part III, with the exception of continuation(s) and close-out Date Time Groups, Parts I through III are required to be forwarded within 72 hours (3 days) and Parts IV and V upon final disposition of report, via appropriate Echelon II CCS, CMEC program manager, or EO program manager, to Mill_NavyEOAdvice@Navy.mil via an e-mail that is not encrypted. Command records should permit reviewers to clearly ascertain/assess decisions reached. Make appropriate entries in individual personnel records, if applicable. Make any statistical reports required by the chain of command. Retain this completed form and investigation onboard at least two years, at which time the entire command investigation shall be sent to the Office of the Judge Advocate General (Code 15) Investigations Branch. Provide a copy of completed form to complainant as authorized under Freedom of Information Act (FOIA) and governing directives.

1. Command Climate Specialist (CCS) Consultation: OPNAVINST 5300.XX and OPNAVINST 5354.1G requires consultation of a CCS in all informal, formal, and anonymous sexual harassment, unlawful discrimination and harassment reports.

(a) Command Climate Specialist Name:

(b) Rank/Rate:

(c) Command Name/UIC:

E/3 CTICS

CIWT

(d) Command Climate Specialist Phone Number:

(e) Command Climate Specialist E-mail Address:

I understand that I must provide all appropriate voice reports and required message reports (e.g., OPREP) per OPNAVINST F3100.6 series within established time lines. I further understand I must initiate an appropriate investigation or ensure that one is being conducted (e.g., by NCIS) within three calendar days (72 hours) and notify complainant the same day of investigation commencement. I must ensure a retaliation plan is in place and acknowledged by all involved parties. I also understand that I am required to consult a CCS prior to making a determination of this report, as well as, consult with a judge advocate for all allegations of sexual harassment and for legal sufficiency review.

Transfer of Report: When the complainant and alleged offender are assigned to different commands or services (when all parties are not assigned to a joint military environment), the report shall be processed by the command or service of the alleged offender.

2. Commander Directing Investigation:

(a) Name:

(b) Rank/Rate:

(c) Command Name/UIC:

O-5/COMMANDER IWTC CORRY STATION

(d) Contact Information:

(e) Signature:

(f) Date:

17 Sep 21

3. Date Time Group (DTG) of OPREP Messages (Attach a copy of all messages to this form.)

(a) Initial DTG:

171815Z SEP21

(b) Close-Out DTG:

161802Z JUN 22

4. Investigating Officer:

(a) Name and Contact Information:

(b) Date Convened:

5. Complainant Acknowledgment/Signature. (By signing, Complainant affirms the above has been read and is understood.)

(a) Name:

(b) Signature:

(c) Date:

Anonymous

6. Alleged Offender Acknowledgment/Signature. (By signing, Alleged Offender affirms the above has been read and is understood.)

(a) DoD ID Number:

(b) Name:

(c) Signature:

(d) Date: 17SEP21

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PART IV. FORMAL NOTIFICATION REVIEW

1. Notification of Action Taken to Resolve Report. (To concur within 20 calendar days of receipt of report.)

(a) Report was completed on:

(b) Report was found to be:

24 Sep 21

SUBSTANTIATED

(c) Based on the following findings:

Member went to NJP and was assigned EMI.

2. Right to review by higher authority (via an appeal): I acknowledge notice of my right to submit a statement concerning the investigative findings and command action taken, and to request review of those findings and actions by the Echelon II Commander. Any statement and, or request must be submitted within 7 days of acknowledgment.

(a) Echelon II Command:

(b) Echelon II CCS/EO Program Manager Contact Information:

NETC

3. Complainant Acknowledgment/Signature. (By signing, Complainant affirms the above has been read and is understood.)

☐ I intend to submit a statement/appeal.

☐ I DO NOT intend to submit a statement/appeal.

(a) Name:

(b) Signature:

(c) Date:

(d) Seven Days:

Anonymous

4. Alleged Offender Acknowledgment/Signature. (By signing, Alleged Offender affirms the above has been read and is understood.)

☐ I intend to submit a statement/appeal.

☐ I DO NOT intend to submit a statement/appeal.

(a) Name: Member separated from Navy

(b) Signature:

(c) Date:

(d) Seven Days:

Member no longer at command.

PART V. FORMAL APPEAL

1. First Appeal Results:

☐ CONCUR

☐ DO NOT CONCUR

(a) Name of Echelon II Reviewing Authority
(Commander/Designee):

(b) Rank/Rate:

(c) Command Name/UIC:

(d) Contact Information:

(e) Signature:

(f) Date:

2. Complainant Acknowledgment/Signature. (By signing, Complainant affirms the above has been read and is understood.)

☐ I intend to submit a statement/appeal.

☐ I DO NOT intend to submit a statement/appeal.

(a) Name:

(b) Signature:

(c) Date:

(d) Seven Days:

3. Alleged Offender Acknowledgment/Signature. (By signing, Alleged Offender affirms the above has been read and is understood.)

☐ I intend to submit a statement/appeal.

☐ I DO NOT intend to submit a statement/appeal.

(a) Name:

(b) Signature:

(c) Date:

(d) Seven Days:

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PART V. FORMAL APPEAL (continued)

4. SECNAV - Final Appeal Results (action that been taken to resolve report by reviewing authority):

☐ CONCUR

☐ DO NOT CONCUR

(a) Name of SECNAV Reviewing Authority:

(b) Rank/Rate:

(c) Command Name/UTC:

(d) Contact Information:

(e) Signature:

(f) Date:

5. Complainant Acknowledgment/Signature. (By signing, Complainant affirms the above has been read and is understood.)

(a) Name:

(b) Signature:

(c) Date:

ANONYMOUS

6. Alleged Offender Acknowledgment/Signature. (By signing, Alleged Offender affirms the above has been read and is understood.)

(a) Name:

(b) Signature:

(c) Date:

PART VI. FORMAL REPORT FOLLOW-UP

1. Complainant Follow-Up Survey (Commanders shall conduct a follow-up debrief with the Complainant 30-45 days after the final action. Command follow-up will include a determination of Complainant satisfaction with the effectiveness of corrective action, timeliness, present command climate, and a review to ensure retaliation did not occur.)

(a) Were you subjected to any form of retaliation because of your report?

(b) Rate your level of satisfaction with the processing of your report.

(c) Rate your level of satisfaction with the resolution of your report.

(d) What could have prevented this incident?

2. Complainant Follow-Up Comments:

3. Complainant Acknowledgment/Signature. (By signing, Complainant affirms the above has been read and is understood.)

(a) Name:

(b) Signature:

(c) Date:

ANONYMOUS

4. Commander Follow-Up Notes. (Indicate dates/nature of any actions prompted by Complainant debrief. Attach additional sheets as necessary.)

5. Commander Acknowledgment/Signature. (By signing, Commanding Officer affirms the above is correct and report process is complete.)

(a) Name:

(b) Signature:

(c) Date:

10/31/22

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PRIVACY ACT STATEMENT

AUTHORITY: 10 U.S.C. 5013 (g).**PRINCIPAL PURPOSE:** Filing of allegations of unlawful discrimination and harassment based on race, color, religion, sex (including gender identity) or sexual orientation, national origin, and incidents of sexual harassment against military personnel. For Equal Employment Opportunity reports against civilian employees, see Equal Employment Opportunity Commission Management Directive 715.**ROUTINE USES:** Information provided on this form may be used: (a) as a data source for report information, statistics, reports, and analysis; (b) to respond to requests from appropriate outside individuals or agencies (e.g. *Members of Congress; the White House*) regarding the status of a report; (c) to adjudicate the report or appeal; or (d) any other properly established routine use. May use addendum as necessary.**DISCLOSURE:** Disclosure is voluntary; however, failure to fully complete all portions of this form may result in rejection of the report on the basis of inadequate data to assess report.**PROTECT PRIVACY:** Protect individual privacy (*both complainant and alleged offender*) throughout the process. (*SECNAVINST 5211.5 Series*)

PART I. COMPLAINANT INFORMATION & RESOURCES

1. Complainant Name (<i>Full First Name, MI, Last Name</i>): [REDACTED]	2. Rank/Rate: [REDACTED]	3. DoD ID Number: [REDACTED]
4. Command Name/UIC: Training Support Center, Great Lakes, IL/0580A	5. Race/Ethnic Group: White	6. Sex: Male
		7. Date: 18 Jun 20

8. Report Processing Options:

(a) Informal Resolution System (IRS). (*see OPNAVINST 5354.1 Series or OPNAVINST 5300.13 Series*)(b) U.S. Navy Sexual Harassment Prevention and Equal Opportunity Advice Line.

Call Toll Free: (800) 253-0931, DSN 882-2507, COMM (901) 874-2507. Line manned Monday - Friday, 0830-1630 Central Standard Time.

E-Mail: Mill_NavyEOAdvice@Navy.mil.(c) Authorized command or local resources. The following are available (*insert local name, organization, and phone number*)

Equal Employment Opportunity (EEO) Official:	CAPT [REDACTED]	TSC-GL	847-688-[REDACTED]
Fleet Family Support Center (FFSC):	FFSC Great Lakes	NAVSTA-GL	847-688-3603
Command Climate Specialist (CCS):	[REDACTED]	TSC-GL	847-688-[REDACTED]
Health Treatment Facilities (HTF):	[REDACTED]	VA	847-688-[REDACTED]
Chaplain:	CDR [REDACTED]	TSC-GL	847-688-[REDACTED]
Legal:	Region Legal Services	Navy Region MID-LANT	847-688-4753

(d) NAVREGS 1151 Request mast with the Commanding Officer (CO)/Officer-in-Charge (OIC).

Your right to communicate with the CO/OIC in a proper manner, time, and place shall not be denied or restricted.

Such requests shall be acted upon promptly and forwarded without delay.

(*Attach local procedures as a separate document and additional information if necessary.*)(e) Communications with Inspector Generals. Any person whose chain of command does not take effective action on reports or who does not feel comfortable filing reports locally or in person can lodge reports (anonymously if desired) via one or more of the available hot lines:

Naval Inspector General: Toll free (800) 522-3451; DSN 288-6743, COMM (202) 433-6743.

Marine Corps Inspector General: DSN 224-1349, COMM (703) 614-1349

Local TYCOM, ISIC, or local Commander's hot lines: 800-522-3451 847-688-[REDACTED] 847-688-[REDACTED]

(f) NAVREGS 1155. A Service member may always communicate individually with members of Congress.(g) UCMJ Article 138. A Service member who believes himself or herself wronged by his or her CO may file a report as provided in JAGMAN Chapter III.(h) NAVREGS 1150. A Service member who believes himself or herself wronged by his or her superior in rank or command (to include enlisted personnel) other than his or her CO may file a report as provided in JAGMAN Chapter III.(i) Anonymous Report Process. (*see OPNAVINST 5354.1 Series or OPNAVINST 5300.13 Series*)

Complainant was advised of counseling/support services and provided a copy of this form.

9. Representative Receiving Report: [REDACTED]	10. Rank/Rate: [REDACTED]	11. Position: Command Climate Specialist
12. Command Name/UIC: Training Support Center, Great Lakes, IL/0580A	13. Representative Signature: [REDACTED]	14. Date: 18 Jun 20
15. Complainant Name: [REDACTED]	16. Complainant Signature: [REDACTED]	17. Date: 18 Jun 20

NAVY EQUAL OPPORTUNITY (EO) AND SEXUAL HARASSMENT REPORT

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Supporting Directives OPNAVINST 5354.1G and OPNAVINST 5300.13

PART II. ALLEGED OFFENDER INFORMATION & NATURE OF REPORT

Filing Deadline: I understand that a formal report shall be made within 60 calendar days of the offending incident, or in the case of a series of incidents, within 60 calendar days of the most recent incident. This EO filing deadline does not affect alternative remedies that might apply.

1. Alleged Offender Name (Full First Name, MI, Last Name):

2. Rank/Rate:

3. Command Name/UIC:

E-1

Training Support Center, Great Lakes, IL/0580A

4. Location of Incident: Complainant & Alleged Offender On Duty

5. Relationship to Complainant: Military Coworker

6 Race/Ethnic Group (obtain from FLTMPS): White

7. Sex: Male

8. NATURE OF REPORT: (State, in as much detail as possible, the basis for your report. Describe the behaviors / conduct under objection, date(s) of any occurrence, names of involved parties, witnesses, others to or from whom previous reports may have been made or received, other evidence available, and any additional information which may be helpful in resolving your report. Attach additional sheets as needed. Check the blocks for all that apply. If a Service Member, uniformed witness, or first responder perceives subsequent retaliation related to the report of sexual harassment, they may seek support from a Command Climate Specialist (CCS). Individuals can also report to the Inspector General (IG), a Military Criminal Investigative Organization (MCIO) or to command for investigation, or other appropriate command action.)

☐ Discrimination☒ Harassment☐ Sexual Harassment☐ Race☒ National Origin☐ Religion☐ Crude Offensive Behavior☐ Color☐ Sexual Orientation☐ Sex (including gender identity)☐ Unwanted Sexual Attention☐ Sexual Coercion

On Tuesday, 16JUN20, two students had been sent back into [REDACTED] BECC. One of those students is FN [REDACTED]. One student had asked FN [REDACTED] why he had been sent back, and [REDACTED] responded, "I got sent back on purpose; I'm an extremist." [REDACTED] responded with, "In what way are you an extremist? Politically? Religiously?" And [REDACTED] only responded with, "Man of the year, 1938." Knowing that was Adolf Hitler, [REDACTED] if he thought that was a good or a bad thing, mainly to clarify his beliefs. He gave two thumbs up and said, "not a bad thing." The past two days, [REDACTED] verbatim, he "hates Jews," "wishes all Muslims would leave Europe," he asked [REDACTED] wanted to kill communists with him. He wants to kill George Soros. He wants to kill ANTIFA. In one instance he said "Hail Hitler," and around 30 minutes later he gave the extended arm NAZI salute. [REDACTED] shipmate, [REDACTED] expressed [REDACTED] anger that he overheard [REDACTED] state that he "Hates Chinese people." At one point, after telling [REDACTED] s most likely going to be kicked out of the navy, FN [REDACTED] told [REDACTED] personal desires to join some type of civilian militia that's "sole duty is to kill terrorists." [REDACTED] the name of this group, however, [REDACTED] contains the word "French", and is made of civilians and ex-military. At one point, [REDACTED] BOORDA hall ladder wells to speak with N.M.T.I.'s, and [REDACTED] on my way down. He began questioning [REDACTED] for example: why [REDACTED] speaking with EM1 and NMTP's? [REDACTED] saying NMTP's were questioning [REDACTED] didn't know what [REDACTED] bought it, and said [REDACTED] not to say anything to the NMTP's or EM1 about him. [REDACTED] I'm being investigated by M.A.'s and the F.B.I." [REDACTED] for many reasons. [REDACTED] don't believe his beliefs belong in our navy. [REDACTED] our diversity is a great contributor of what makes us strong and unique. [REDACTED] a day where he has a Jewish or Muslim battle buddy, or even just another fellow shipmate, and that fellow shipmates needs help [REDACTED] believe [REDACTED] would strongly consider failing to help that fellow shipmate, simply due to his/her religion or national origin. His actions anger me, as a Sailor, as a Christian, and as a human being. I cry for those hurt and/or killed by discrimination. The book "Night" by Elie Wiesel changed my life forever, it burns my thoughts. People like [REDACTED] hurt my heart, and in my opinion, hurt the reputation of the Navy incredibly. [REDACTED] doesn't seem to care about keeping his personal ideologies to himself. He took multiple actions I listed, up front and center of others, obviously, without the presence of [REDACTED] instructor, EM1 [REDACTED] I'd like to add how EM1 [REDACTED] is a great instructor and has been [REDACTED] handle this problem swiftly, respectfully, and responsibly. I don't know what should happen to [REDACTED] I am a man who believes in chances, renewing yourself, and examining your mistakes, however, I feel [REDACTED] to be too far down his own rabbit-hole to realize his hatred. I do not believe he belongs in the Navy. His hatred for Jewish people, to me, seems incredibly dangerous and extremely concerning. I don't know what [REDACTED] would do if he found out I have been reporting him, however, I understand desperate people commit desperate actions, and someone that thinks they don't have a path forward, may make drastic decisions in a "no-going-back" style. Something should be done about his behavior before something bad happens.

9. Report Type:

☒ Formal☐ InformalShow Formal
InstructionsShow Informal
InstructionsFOR OFFICIAL USE ONLY
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Print Form

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PART II. ALLEGED OFFENDER INFORMATION & NATURE OF COMPLAINT (continued)

Acknowledgment of Receipt of Report (by Representative identified in Part I, Number 9):

I acknowledge receipt of this unlawful discrimination/harassment/sexual harassment report.

I understand that I have one calendar day (24 hours) to refer the report to the appropriate authority and to inform that authority of any interim action that is taken.

10. Representative Receiving Report: [REDACTED]	11. Rank/Rate: [REDACTED]	12. Position: Command Climate Specialist
13. Command Name/UIC: Training Support Center, Great Lakes, IL/0580A	14. Representative Signature: [REDACTED]	15. Date: 18 Jun 20
16. Complainant Acknowledgment/Signature. (By signing, Complainant affirms the above has been read, is understood, and is correct.)		
(a) Name: [REDACTED]	(b) Signature: [REDACTED]	(c) Date: 18 Jun 20

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RESOLUTION TIME STANDARDS/REPORTING. Resolution of case should be completed no later than 20 days from investigation commencement. Resolution includes: Completion of investigation, determination of validity of report, adjudication at non-judicial punishment or courts-martial, initiation of other appropriate action, notification to accused, and notification of complainant and submission of a close-out. If time standards cannot be met, continuation messages every 14 days through case resolution is mandatory for reports of sexual harassment. Explain the reason(s) for delay. Send all messages UNCLASSIFIED.

DOCUMENT COMMAND ACTION. The complainant's command is responsible for ensuring Parts I and II are complete and providing this to the alleged offender's Commander, Commanding Officer or Officer-in-charge (hereafter referred to as Commander) (as applicable). Upon completion of Part III, with the exception of continuation(s) and close-out Date Time Groups, Parts I through III are required to be forwarded within 72 hours (3 days) and Parts IV and V upon final disposition of report, via appropriate Echelon II CCS, CMEC program manager, or EO program manager, to Mill.NavyEOAdvice@Navy.mil via an e-mail that is not encrypted. Command records should permit reviewers to clearly ascertain/assess decisions reached. Make appropriate entries in individual personnel records, if applicable. Make any statistical reports required by the chain of command. Retain this completed form and investigation onboard at least two years, at which time the entire command investigation shall be sent to the Office of the Judge Advocate General (Code 15) Investigations Branch. Provide a copy of completed form to complainant as authorized under Freedom of Information Act (FOIA) and governing directives.

1. Command Climate Specialist (CCS) Consultation: OPNAVINST 5300.XX and OPNAVINST 5354.1G requires consultation of a CCS in all informal, formal, and anonymous sexual harassment, unlawful discrimination and harassment reports.

(a) Command Climate Specialist Name:	(b) Rank/Rate:	(c) Command Name/UIC:
[REDACTED]	[REDACTED]	Training Support Center, Great Lakes, IL/0580A
(d) Command Climate Specialist Phone Number:	(e) Command Climate Specialist E-mail Address:	
(847)688-[REDACTED]	[REDACTED]	

I understand that I must provide all appropriate voice reports and required message reports (e.g., OPREP) per OPNAVINST F3100.6 series within established time lines. I further understand I must initiate an appropriate investigation or ensure that one is being conducted (e.g., by NCIS) within three calendar days (72 hours) and notify complainant the same day of investigation commencement. I must ensure a retaliation plan is in place and acknowledged by all involved parties. I also understand that I am required to consult a CCS prior to making a determination of this report, as well as, consult with a judge advocate for all allegations of sexual harassment and for legal sufficiency review.

Transfer of Report: When the complainant and alleged offender are assigned to different commands or services (when all parties are not assigned to a joint military environment), the report shall be processed by the command or service of the alleged offender.

2. Commander Directing Investigation:

(a) Name:	(b) Rank/Rate:	(c) Command Name/UIC:
[REDACTED]	Captain	Training Support Center, Great Lakes, IL/0580A
(d) Contact Information:	(e) Signature:	(f) Date:
[REDACTED]	[REDACTED]	18 Jun 20

3. Date Time Group (DTG) of OPREP Messages (Attach a copy of all messages to this form.)

(a) Initial DTG:	(b) Close-Out DTG:
P 191513Z JUN 20	

4. Investigating Officer.

(a) Name and Contact Information:	(b) Date Convened:
DC1 [REDACTED]	19 Jun 20

5. Complainant Acknowledgment/Signature. (By signing, Complainant affirms the above has been read and is understood.)

(a) Name:	(b) Signature:	(c) Date:
[REDACTED]	[REDACTED]	18 Jun 20

6. Alleged Offender Acknowledgment/Signature. (By signing, Alleged Offender affirms the above has been read and is understood.)

(a) DoD ID Number:	[REDACTED]		
(b) Name:	(c) Signature:	(d) Date:	
[REDACTED]	[REDACTED]	[REDACTED]	

NAVY EQUAL OPPORTUNITY (EO) AND SEXUAL HARASSMENT REPORT

NAVPERS 5354/2 (Rev. 08-2017)

Supporting Directives OPNAVINST 5354.1G and OPNAVINST 5300.13

PART IV. FORMAL NOTIFICATION REVIEW

1. Notification of Action Taken to Resolve Report. (To concur within 20 calendar days of receipt of report.)

(a) Report was completed on:

Dec 1, 2020

(b) Report was found to be:

Substantiated

(c) Based on the following findings:

Report was substantiated by investigation and witness statements. Accused was discharged with an other than honorable discharge on 14 December 2020.

2. Right to review by higher authority (via an appeal): I acknowledge notice of my right to submit a statement concerning the investigative findings and command action taken, and to request review of those findings and actions by the Echelon II Commander. Any statement and, or request must be submitted within 7 days of acknowledgment.

(a) Echelon II Command:

Naval Education and Training Command

(b) Echelon II CCS/EO Program Manager Contact Information:

3. Complainant Acknowledgment/Signature. (By signing, Complainant affirms the above has been read and is understood.)

☐ I intend to submit a statement/appeal.☐ I DO NOT intend to submit a statement/appeal.

(a) Name:

(b) Signature:

(c) Date:

(d) Seven Days:

4. Alleged Offender Acknowledgment/Signature. (By signing, Alleged Offender affirms the above has been read and is understood.)

☐ I intend to submit a statement/appeal.☐ I DO NOT intend to submit a statement/appeal.

(a) Name:

(b) Signature:

(c) Date:

(d) Seven Days:

PART V. FORMAL APPEAL

1. First Appeal Results:

☐ CONCUR☐ DO NOT CONCUR(a) Name of Echelon II Reviewing Authority
(Commander/Designee):

(b) Rank/Rate:

(c) Command Name/UIC:

(d) Contact Information:

(e) Signature:

(f) Date:

2. Complainant Acknowledgment/Signature. (By signing, Complainant affirms the above has been read and is understood.)

☐ I intend to submit a statement/appeal.☐ I DO NOT intend to submit a statement/appeal.

(a) Name:

(b) Signature:

(c) Date:

(d) Seven Days:

3. Alleged Offender Acknowledgment/Signature. (By signing, Alleged Offender affirms the above has been read and is understood.)

☐ I intend to submit a statement/appeal.☐ I DO NOT intend to submit a statement/appeal.

(a) Name:

(b) Signature:

(c) Date:

(d) Seven Days:

NAVY EQUAL OPPORTUNITY (EO) AND SEXUAL HARASSMENT REPORT

NAVPERS 5354/2 (Rev. 08-2017)

Supporting Directives OPNAVINST 5354.1G and OPNAVINST 5300.13

PART V. FORMAL APPEAL (continued)

4. SECNAV - Final Appeal Results *(action that been taken to resolve report by reviewing authority):*☐ CONCUR☐ DO NOT CONCUR

(a) Name of SECNAV Reviewing Authority:

(b) Rank/Rate:

(c) Command Name/UIC:

(d) Contact Information:

(e) Signature:

(f) Date:

5. Complainant Acknowledgment/Signature. *(By signing, Complainant affirms the above has been read and is understood.)*

(a) Name:

(b) Signature:

(c) Date:

6. Alleged Offender Acknowledgment/Signature. *(By signing, Alleged Offender affirms the above has been read and is understood.)*

(a) Name:

(b) Signature:

(c) Date:

PART VI. FORMAL REPORT FOLLOW-UP

1. Complainant Follow-Up Survey *(Commanders shall conduct a follow-up debrief with the Complainant 30-45 days after the final action. Command follow-up will include a determination of Complainant satisfaction with the effectiveness of corrective action, timeliness, present command climate, and a review to ensure retaliation did not occur.):*

(a) Were you subjected to any form of retaliation because of your report?

(b) Rate your level of satisfaction with the processing of your report.

(c) Rate your level of satisfaction with the resolution of your report.

(d) What could have prevented this incident?

2. Complainant Follow-Up Comments:

3. Complainant Acknowledgment/Signature. *(By signing, Complainant affirms the above has been read and is understood.)*

(a) Name:

(b) Signature:

(c) Date:

4. Commander Follow-Up Notes. *(Indicate dates/nature of any actions prompted by Complainant debrief. Attach additional sheets as necessary.)*5. Commander Acknowledgment/Signature. *(By signing, Commanding Officer affirms the above is correct and report process is complete.)*

(a) Name:

(b) Signature:

(c) Date:

NAVY EQUAL OPPORTUNITY (EO) AND HARASSMENT COMPLAINT

NAVPERS 5354/2 (Rev. 01-2022)

Supporting Directive OPNAVINST 5354.1H

PRIVACY ACT STATEMENT

AUTHORITY: 10 U.S.C. 8013 (g).

PRINCIPAL PURPOSE: Filing of allegations of sexual harassment, to include wrongful broadcast or distribution of intimate visual images; hazing; bullying; stalking, as well as harassment and prohibited discrimination based on race, color, religion, sex (including pregnancy), gender identity, national origin, and sexual orientation against military personnel. For equal employment opportunity reports against civilian employees, see Equal Employment Opportunity Commission Management Directive 715.

ROUTINE USES: Information provided on this form may be used: (a) as a data source for complaint information, statistics, reports, and analysis; (b) to respond to requests from appropriate outside individuals or agencies (e.g., *members of Congress; the White House*) regarding the status of a complaint; (c) to adjudicate the complaint or appeal; or (d) any other properly established routine use. May use addendum as necessary.

DISCLOSURE: Disclosure is voluntary; however, failure to fully complete all portions of this form may result in dismissal of the complaint on the basis of inadequate data to assess complaint.

PROTECT PRIVACY: Protect individual privacy (*both complainant and alleged offender*) throughout the process. (SECNAVINST 5211.5F)

PART I. RESOURCES

1. Informal Resolution System (IRS). (see OPNAVINST 5354.1H)

2. U.S. Navy Harassment Prevention and Military Equal Opportunity Advice Line.

Call Toll Free: (800) 253-0931, DSN 882-2507, COMM (901) 874-2507. Line manned Monday - Friday, 0730-1600 central standard time.

E-Mail: Mill_Navy_EOAdvice@navy.mil.

3. Authorized command or local resources. The following support services are available (*Insert local name, organization, and phone number*)

(a) Equal Employment Opportunity (EEO) Official:	Local Name	Organization	Phone Number
(b) Fleet and Family Support Center (FFSC):	Local Name	Organization	Phone Number
(c) Command Climate Specialist (CCS):	Local Name	Organization	Phone Number
(d) Command Managed Equal Opportunity (CMEO) Program Manager	Local Name	Organization	Phone Number
(e) Health Treatment Facilities (HTF):	Local Name	Organization	Phone Number
(f) Chaplain:	Local Name	Organization	Phone Number
(g) Legal:	Local Name	Organization	Phone Number

4. NAVREGS 1151 Request must with the Commanding Officer (CO)/Officer in Charge (OIC).

Your right to communicate with the CO/OIC in a proper manner, time, and place shall not be denied or restricted.

Such requests shall be acted upon promptly and forwarded without delay.

(*Attach local procedures as a separate document and additional information if necessary.*)

5. Communications with Inspector Generals. Any person whose chain of command does not take effective action on complaints or who does not feel comfortable filing complaints locally or in person can lodge complaints anonymously, if desired, via one or more of the available hotlines:

Naval Inspector General: Toll free (800) 522-3451; DSN 288-6743, COMM (202) 433-6743.

Marine Corps Inspector General: DSN 224-1349, COMM (703) 614-1349

Local TYCOM, ISIC, or local Commander's hotlines: TYCOM Hot line ISIC Hot line CO Hot line

6. NAVREGS 1155. A Service member may always communicate individually with members of Congress.

7. UCMJ Article 138. A Service member who believes himself or herself wronged by his or her CO may file a complaint as provided in JAGMAN Chapter III.

8. NAVREGS 1150. A Service member who believes himself or herself wronged by his or her superior in rank or command, to include enlisted personnel, other than his or her CO may file a complaint as provided in JAGMAN Chapter III.

9. Anonymous Complaint Process. (see OPNAVINST 5354.1H)

PART II. COMPLAINANT INFORMATION

Filing Deadline: I understand that a formal complaint shall be made within 60 calendar days of the offending incident, or in the case of a series of incidents, within 60 calendar days of the most recent incident. This filing deadline does not affect alternative remedies that might apply.

1. Complainant Name (<i>Full First Name, MI, Last Name</i>): ANONYMOUS		2. Rank/Rate:	3. DoD ID Number:	4. Sex:	5. Age:
6. Ethnicity:	7. Race:	8. Religion:			
9. Command Name and Unit Identification Code (<i>UIC</i>): USS HARRY S. TRUMAN (CVN 75) 21583			10. Component:		

NAVY EQUAL OPPORTUNITY (EO) AND HARASSMENT COMPLAINT
NAVPERS 5354/2 (Rev. 01-2022)

Supporting Directive OPNAVINST 5354.1H

PART V. NATURE OF COMPLAINT

1. NATURE OF COMPLAINT: *(State, in as much detail as possible, the basis for your complaint. Describe the behaviors/conduct under objection, date(s) of any occurrence, names of involved parties, witnesses, others to or from whom previous complaints may have been made or received, other evidence available, and any additional information which may be helpful in resolving your complaint. Attach additional sheets as needed. If a Service member, uniformed witness, or first responder perceives subsequent retaliation related to the complaint of sexual harassment, they may seek support from a command climate specialist (CCS). Individuals can also provide complaint to the Inspector General (IG), a Military Criminal Investigative Organization (MCIO) or to command for investigation, or other appropriate command action.)*

In that MMFN [REDACTED] did on board USS HARRY S. TRUMAN (CVN 75), located at sea, on divers occasions from on or about 1 December 2021 to on about 17 May 2022, willfully displaying racially offensive objects and imagery (drawing swastika) within his work center, thereby creating an intimidating, hostile, and offensive environment. There by fail to obey a lawful general order, which was his duty to obey, to wit: paragraph 1(a), OPNAVINST 5354.1H, the Navy harassment prevention and Military Equal Opportunity Program Manual, dated 3 November 2021.

2. Complainant Acknowledgment/Signature. *(By signing, Complainant affirms the above has been read, is understood, and is correct.)*

(a) Name:

ANONYMOUS

(b) Signature:

(c) Date:

NAVY EQUAL OPPORTUNITY (EO) AND HARASSMENT COMPLAINT
NAVPERS 5354/2 (Rev. 01-2022)

Supporting Directive OPNAVINST 5354.1H

PART VI. FORMAL COMPLAINT PROCESSING/COMMAND ACTIONS

INTERIM FEEDBACK/ASSISTANCE. Take particular care to avoid re-victimizing complainants (and witnesses). Keep the complainant and alleged offender apprised of the status of the investigation (including any deadline extensions). Provide supplemental counseling, support assistance, and referral as warranted. Ensure that all involved are aware of the retaliation plan of action and know that retaliation against the complainant or alleged offender will not be tolerated. (*Recommend keeping a record of such feedback/assistance. Attach record to the complaint form.*)

RESOLUTION TIME STANDARDS. To the extent practicable, the investigation of a formal harassment and prohibited discrimination complaint must be completed no later than 30 days (14 days for sexual harassment) from the date the investigation commenced. Resolution includes: completion of investigation, determination of validity of complaint, adjudication at non-judicial punishment or courts-martial, initiation of other appropriate action, notification to accused, and notification of complainant and submission of a close-out.

DOCUMENT COMMAND ACTION. The complainant's command is responsible for ensuring parts I and II are complete and providing this to the alleged offender's commander, commanding officer or officer in charge (hereafter referred to as commander), as applicable. Upon completion of part III, with the exception of continuation(s) and close-out date time groups, parts I through III are required to be forwarded within 3 days (72 hours) and parts IV and V upon final disposition of complaint, via appropriate echelon 2 CCS, CMEC program manager in the absence of a CCS, to OPNAV (N1710C) via an unencrypted e-mail to Mill_Navy_EOAdvice@navy.mil. Command records should permit reviewers to clearly ascertain and assess decisions reached. Make appropriate entries in individual personnel records, if applicable. Make any statistical reports required by the chain of command. Retain this completed form and investigation onboard at least 2 years, at which time the entire command investigation shall be sent to OPNAV (N170C). Provide a copy of completed form to complainant as authorized under Freedom of Information Act (FOIA) and governing directives.

1. Command Climate Specialist (CCS) Consultation: CCS consultation is required in all informal, formal, and anonymous complaints of harassment and prohibited discrimination.

I understand that I must provide all appropriate voice reports and required message reports (e.g., *OPREP*) per OPNAVINST F3100.6K within established time lines. I further understand I must initiate an appropriate investigation or ensure that one is being conducted (e.g., by Naval Criminal Investigation Service) within 3 calendar days (72 hours) and notify complainant the same day of investigation commencement. I must ensure a retaliation plan is in place and acknowledged by all involved parties. I also understand that a CCS sufficiency review and a legal sufficiency review are required to be completed prior to making a determination.

Transfer of Complaint: When the complainant and alleged offender are assigned to different commands or services (*when all parties are not assigned to a joint military environment*), the complaint shall be processed as directed by OPNAVINST 5454.1H.

(a) Command Climate Specialist Name: [REDACTED]	(b) Rank/Rate: PSC	(c) Command Name/UIC: USS HARRY S. TRUMAN (CVN 75) 21583
(d) Command Climate Specialist Phone Number: 757 443 [REDACTED]	(e) Command Climate Specialist E-mail Address: [REDACTED]	

2. Commander Directing Investigation:

(a) Name:	(b) Rank/Rate:	(c) Command Name/UIC: USS HARRY S. TRUMAN (CVN 75) 21583
(d) Contact Information:	(e) Signature:	(f) Date:

3. Date-Time-Group (DTG) of OPREP Messages (Attach a copy of all messages to this form.)

(a) Initial DTG: 261812Z FEB 22	(b) Close-Out DTG:
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4. Investigating Officer.

(a) Name:	(b) Rank/Rate:
(c) Contact Information	(d) Date Convened:

5. Complainant Acknowledgment/Signature.

(By signing, complainant affirms the retaliation awareness brief was conducted and investigation was commenced.)

(a) Name:	(b) Signature:	(c) Date:
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NAVY EQUAL OPPORTUNITY (EO) AND HARASSMENT COMPLAINT
NAVPERS 5354/2 (Rev. 01-2022)

Supporting Directive OPNAVINST 5354.1H

PART VI. FORMAL COMPLAINT PROCESSING/COMMAND ACTIONS (continued)**6. Alleged Offender Acknowledgment/Signature.***(By signing, alleged offender affirms the retaliation awareness brief was conducted and investigation was commenced.)*

(a) Name: [REDACTED]	(b) Signature:	(c) Date:
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PART VII. FORMAL NOTIFICATION REVIEW**1. CCS Sufficiency Review**

(a) Name:	(b) Signature:	(c) Date:
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2. Legal Sufficiency Review

(a) Name:	(b) Signature:	(c) Date:
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3. Notification of Action Taken to Resolve Complaint.

(a) Complaint was completed on:	(b) Complaint was found to be:	(c) Corrective Action Taken:
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(d) Based on the following findings:

(e) Commander Name:	(f) Signature:	(g) Date:
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4. Right to submit an appeal: I acknowledge notice of my right to submit a statement concerning the investigative findings and command action taken, and to request review of those findings and actions by the appellate authority. The appellant's statement and all documentation submitted within 30 duty days after receiving the notice of finding.

(a) Appellate Command:	(b) Appellate Command CCS Contact Information:
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5. Complainant Acknowledgment/Signature. (By signing, complainant affirms the above has been read and is understood.)

<input type="checkbox"/> I intend to appeal.		<input type="checkbox"/> I DO NOT intend to appeal.	
(a) Name:	(b) Signature:	(c) Date :	(d) 30 Days:

6. Alleged Offender Acknowledgment/Signature. (By signing, alleged offender affirms the above has been read and is understood.)

<input type="checkbox"/> I intend to appeal.		<input type="checkbox"/> I DO NOT intend to appeal.	
(a) Name: [REDACTED]	(b) Signature:	(c) Date :	(d) 30 Days:

NAVY EQUAL OPPORTUNITY (EO) AND HARASSMENT COMPLAINT
NAVPERS 5354/2 (Rev. 01-2022)

Supporting Directive OPNAVINST 5354.1H

PART VIII. FORMAL APPEAL**1. First Appeal Results:**☐ CONCUR☐ DO NOT CONCUR(a) Name of Echelon II Reviewing Authority
(Commander/Designee):

(b) Rank/Rate:

(c) Command Name/UIC:

(d) Contact Information:

(e) Signature:

(f) Date:

2. Complainant Acknowledgment/Signature. (By signing, complainant affirms the above has been read and is understood.)☐ I intend to appeal.☐ I DO NOT intend to appeal.

(a) Name:

(b) Signature:

(c) Date :

(d) 30 Days:

3. Alleged Offender Acknowledgment/Signature. (By signing, alleged offender affirms the above has been read and is understood.)☐ I intend to appeal.☐ I DO NOT intend to appeal.

(a) Name:

(b) Signature:

(c) Date :

(d) 30 Days:

4. SECNAV - Final Appeal Results (action that has been taken to resolve the complaint by reviewing authority):☐ CONCUR☐ DO NOT CONCUR

(a) Name of SECNAV Reviewing Authority:

(b) Rank/Rate:

(c) Command Name/UIC:

(d) Contact Information:

(e) Signature:

(f) Date:

5. Complainant Acknowledgment/Signature. (By signing, complainant affirms the above has been read and is understood.)

(a) Name:

(b) Signature:

(c) Date:

ANONYMOUS

6. Alleged Offender Acknowledgment/Signature. (By signing, alleged offender affirms the above has been read and is understood.)

(a) Name:

(b) Signature:

(c) Date:

PART IX. FORMAL COMPLAINT FOLLOW-UP

1. Complainant Follow-Up Survey (Commanders shall conduct a follow-up debrief with the complainant within 45 days after the final action. Command follow-up will include a determination of complainant satisfaction with the effectiveness of corrective action, timeliness, present command climate, and a review to ensure retaliation did not occur.)

(a) Were you subjected to any form of retaliation because of your complaint?

(b) Rate your level of satisfaction with the processing of your complaint.

(c) Rate your level of satisfaction with the resolution of your complaint.

NAVY EQUAL OPPORTUNITY (EO) AND HARASSMENT COMPLAINT
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Supporting Directive OPNAVINST 5354.1H

PART IX. FORMAL COMPLAINT FOLLOW-UP (continued)

(d) What could have prevented this incident?

2. Complainant Follow-Up Comments:

3. Complainant Acknowledgment/Signature. *(By signing, complainant affirms the above has been read and is understood.)*

(a) Name:

ANONYMOUS

(b) Signature:

(c) Date:

4. Commander Follow-Up Notes. *(Indicate dates/nature of any actions prompted by complainant debrief. Attach additional sheets as necessary.)*5. Commander Acknowledgment/Signature. *(By signing, commanding officer affirms the above is correct and complaint process is complete.)*

(a) Name:

(b) Signature:

(c) Date: